



General Assembly

January Session, 2001

Raised Bill No. 6808

LCO No. 3905

Referred to Committee on Education

Introduced by:
(ED)

***AN ACT CONCERNING PROGRAMS TO ADDRESS THE TEACHER
AND SCHOOL ADMINISTRATOR SHORTAGE AND MINORITY
RECRUITMENT.***

Be it enacted by the Senate and House of Representatives in General Assembly convened:

- 1 Section 1. (NEW) (a) The Department of Higher Education shall
2 collaborate with the Department of Education, the regional
3 community-technical colleges and four-year institutions of higher
4 education that offer teacher preparation programs, to design programs
5 to allow community-technical college students who are interested in
6 pursuing teaching careers to enter teacher preparation programs at
7 four-year institutions upon completion of their community-technical
8 college programs. Under the programs, a student shall be jointly
9 accepted for admission by the community-technical college and the
10 four-year institution, provided actual admission to the four-year
11 institution shall be subject to successful completion of the community-
12 technical college program. The programs shall include a counseling
13 component.
- 14 (b) The Department of Higher Education shall provide, within
15 available appropriations, up to six grants of seventy-five thousand

16 dollars each to joint community-technical college and four-year
17 institution teams for use over a two-year period to establish programs
18 pursuant to subsection (a) of this section. Grant funds shall be used for
19 (1) program articulation, (2) student outreach, especially for minority
20 candidates and school paraprofessionals, (3) preparation for the
21 certification examination, and (4) counseling.

22 Sec. 2. (NEW) The Department of Education shall establish, within
23 available appropriations, a program to recruit minority teachers to the
24 state. The program shall include marketing materials, on-line access
25 and a centralized information system. The department shall coordinate
26 its efforts with the Department of Higher Education's education and
27 employment information center.

28 Sec. 3. (NEW) The Department of Education shall provide, within
29 available appropriations, grants of up to five thousand dollars per high
30 school to local and regional boards of education for the establishment
31 of future teachers clubs. Local and regional boards of education shall
32 apply for such grants at such time and in such manner as the
33 Commissioner of Education prescribes.

34 Sec. 4. (NEW) The Board of Governors of Higher Education, within
35 available appropriations, shall establish a program to provide grants to
36 assist teachers in paying off their education loans. The board of
37 governors shall limit participation in the program to teachers who are
38 employed by local and regional boards of education and who (1) teach
39 in subject shortage areas pursuant to section 10-8b of the general
40 statutes, (2) teach in priority school districts pursuant to section 10-
41 266p of the general statutes, or (3) are minorities, provided they teach
42 in a school district in which the percentage of minority certified staff is
43 less than the state-wide average of minority certified staff in the year
44 prior to the year such teacher is employed in such district. Teachers
45 may receive up to four annual grants under the program. No grant
46 shall exceed two thousand five hundred dollars. Teachers shall apply,
47 annually, for grants at such time and on such forms as the

48 Commissioner of Higher Education prescribes. For purposes of this
49 section, "minorities" mean those whose racial ancestry is defined as
50 other than white by the Bureau of Census of the United States
51 Department of Commerce.

52 Sec. 5. (NEW) The Department of Higher Education shall establish a
53 program to provide, within available appropriations, performance
54 incentive grants of one hundred fifty thousand dollars each to five
55 institutions of higher education to increase the number of students at
56 such institutions who receive teacher training in shortage subject areas
57 pursuant to section 10-8b of the general statutes. Institutions of higher
58 education seeking such grants shall submit plans to the department for
59 the recruitment and retention of students in teacher preparation
60 programs in the shortage subject areas. An institution that receives an
61 initial grant may continue to receive annual grants based on the
62 number of students enrolled in the shortage subject areas and the
63 graduation rates of such students.

64 Sec. 6. (NEW) The Department of Higher Education, in consultation
65 with the Department of Education, shall establish, within available
66 appropriations, a pilot alternate route to certification program for
67 school administrators. The program shall include mentored
68 apprenticeships.

69 Sec. 7. The Department of Education shall develop a plan for a
70 beginning administrator support and assessment program to train
71 school administrators. The Commissioner of Education shall report, in
72 accordance with section 11-4a of the general statutes, on such plan to
73 the joint standing committee of the General Assembly having
74 cognizance of matters relating to education by February 1, 2002. The
75 report shall include information on the funding necessary to
76 implement the plan.

77 Sec. 8. (NEW) The Department of Education shall establish, within
78 available appropriations, a competitive grant program for school
79 districts for innovative changes in teacher and administrative job

80 responsibilities and job design, including, but not limited to, master
81 teachers, job sharing, teacher assistants, administrator aspirant
82 programs, university internships, professional development and
83 separating responsibility for educational leadership and operational
84 and building management. Local and regional boards of education
85 shall apply for such grants at such time and in such manner as the
86 Commissioner of Education prescribes.

87 Sec. 9. (NEW) The Department of Higher Education, in collaboration
88 with the Department of Education, shall establish, within available
89 appropriations, a state-wide Teacher Information and Referral Center.
90 The center shall provide: (1) Information and assistance regarding
91 teacher and administrator education programs, state requirements and
92 financial aid availability, and (2) an assessment of transcripts of
93 potential teacher and administrator candidates in terms of the state's
94 certification and endorsement standards.

95 Sec. 10. Subsections (b) and (c) of section 10-183e of the general
96 statutes are repealed and the following is substituted in lieu thereof:

97 (b) Any member may purchase, as provided in subsection (c) of this
98 section, additional credited service, but not to exceed an aggregate of
99 one year in the case of service described in subdivision (2) of this
100 subsection for each two years of active full-time service as a
101 Connecticut teacher; and not to exceed an aggregate of one year in the
102 case of absence described in subdivision (8) of this subsection for each
103 five years of active full-time service as a Connecticut teacher, provided
104 if any such absence exceeds thirty consecutive school months, such
105 additional credited service shall be limited to thirty school months;
106 and not to exceed an aggregate of ten years for all service described in
107 this subsection, except for service described in subdivision (2) of this
108 subsection. In no event, however, may any service described in this
109 subsection be purchased if the member is receiving or is, or will
110 become, entitled to receive a retirement benefit based upon such
111 service from any governmental system other than the teachers'

112 retirement system or the federal Social Security System. Additional
113 credited service includes:

114 (1) Service as a teacher in a school for military dependents
115 established by the United States Department of Defense;

116 (2) Service as a teacher in another state of the United States, its
117 territories or possessions;

118 (3) Service in the armed forces of the United States in time of war, as
119 defined in section 27-103, or service in said armed forces during the
120 period beginning October 27, 1953, and ending January 31, 1955;

121 (4) Service in a permanent full-time position for the state;

122 (5) Service as a teacher at The University of Connecticut prior to July
123 1, 1965;

124 (6) Service as a teacher at the Wheeler School and Library, North
125 Stonington, prior to September 1, 1949;

126 (7) Service as a teacher at the Gilbert Home, Winsted, prior to
127 September 1, 1948;

128 (8) Any formal leave of absence as provided in regulations adopted
129 by the board, if the member subsequently returns to service for at least
130 one school year;

131 (9) Service as a teacher at the American School at Hartford for the
132 Deaf, the Connecticut Institute for the Blind or the Newington
133 Children's Hospital;

134 (10) Forty or more days of service as a substitute teacher, or the
135 equivalent service rendered at less than half-time, in a single public
136 school system within the state of Connecticut in any school year,
137 provided twenty days of such service shall equal one month of
138 credited service under subsection (a) of this section;

139 (11) Service in the armed forces of the United States, other than
140 service described in subdivision (3) of this subsection, not to exceed
141 thirty months;

142 (12) Service as a full-time, salaried, elected official of the state or any
143 political subdivision of the state during the 1978 calendar year or
144 thereafter, if such member subsequently returns to service for at least
145 one school year;

146 (13) Service in the public schools of Connecticut as a member of the
147 federal Teacher Corps, not to exceed two years; and

148 (14) Service in the United States Peace Corps.

149 (c) Additional credited service must be purchased (1) at the time of
150 retirement, or (2) at the time a surviving spouse elects benefits under
151 the provisions of subsection (d) of section 10-183h, or (3) at the time
152 benefits commence under an optional payment form pursuant to
153 section 10-183j. Any purchase of service shall be accomplished by the
154 member paying to the board an amount equal to one-half of the
155 actuarial present value or, in the case of the purchase of service
156 described in subdivision (2) of subsection (b) of this section in excess of
157 ten years, the full actuarial present value, determined according to
158 actuarial tables adopted by the board, of the difference between the
159 retirement benefit which the member is entitled to receive based upon
160 his or her service apart from such purchased service and the benefit
161 which he or she is entitled to receive including such service. Payments
162 for additional credited service may be made in a lump sum by transfer
163 of funds from the member's accumulated one per cent contributions
164 withheld prior to July 1, 1989, with credited interest and accumulated
165 voluntary contributions with credited interest plus such other amounts
166 as may be required to complete the purchase.

167 Sec. 11. Subsection (a) of section 10-183v of the general statutes is
168 repealed and the following is substituted in lieu thereof:

169 (a) Except as provided in subsection (b) of this section, a former
170 teacher receiving retirement benefits from the system may not be
171 employed in a teaching position receiving compensation paid out of
172 public money appropriated for school purposes except that such
173 former teacher may be employed temporarily in such a position and
174 receive no more than forty-five per cent of the [entry-level salary for
175 the assigned subject area for such compensation] average annual
176 salary such former teacher earned. The Commissioner of Education
177 may waive such salary limitation, at the request of the local or regional
178 board of education, for former teachers working in shortage areas
179 pursuant to section 10-8b or an emergency situation as determined by
180 the commissioner. The commissioner shall notify the board of any such
181 waiver. Temporary employment means employment [for less than a
182 school year] (1) under a renewable contract lasting no more than one
183 year, (2) the terms and conditions of which are set out in contract and
184 not by school district collective bargaining agreements or the
185 provisions of section 10-151 relating to tenure, and (3) for which the
186 former teacher does not accrue credited service under the teacher
187 retirement system. Notice of such employment shall be sent monthly
188 to the board by the employing officials and by the retired teacher at the
189 end of each assignment.

190 Sec. 12. (a) The sum of one million dollars is appropriated to the
191 Department of Higher Education, for the fiscal year ending June 30,
192 2002, for the Minority Teacher Incentive Program.

193 (b) The sum of one million one hundred thousand dollars is
194 appropriated to the Department of Higher Education, for the fiscal
195 year ending June 30, 2003, for the Minority Teacher Incentive
196 Program.

197 Sec. 13. (a) The sum of six hundred thousand dollars is appropriated
198 to the Department of Higher Education, for the fiscal year ending June
199 30, 2002, for the community-technical college transfer program.

200 (b) The sum of six hundred thousand dollars is appropriated to the

201 Department of Higher Education, for the fiscal year ending June 30,
202 2003, for the community-technical college transfer program.

203 Sec. 14. (a) The sum of two hundred thousand dollars is
204 appropriated to the Department of Education, for the fiscal year
205 ending June 30, 2002, for minority teacher recruitment program.

206 (b) The sum of two hundred thousand dollars is appropriated to the
207 Department of Education, for the fiscal year ending June 30, 2003, for
208 minority teacher recruitment program.

209 Sec. 15. (a) The sum of four hundred thousand dollars is
210 appropriated to the Department of Education, for the fiscal year
211 ending June 30, 2002, for future teachers clubs.

212 (b) The sum of four hundred thousand dollars is appropriated to the
213 Department of Education, for the fiscal year ending June 30, 2003, for
214 future teachers clubs.

215 Sec. 16. (a) The sum of one million dollars is appropriated to the
216 Department of Higher Education, for the fiscal year ending June 30,
217 2002, for the teacher loan forgiveness program.

218 (b) The sum of two million dollars is appropriated to the
219 Department of Higher Education, for the fiscal year ending June 30,
220 2003, for the teacher loan forgiveness program.

221 Sec. 17. The sum of one hundred ten thousand dollars is
222 appropriated to the Department of Higher Education, for the fiscal
223 years ending June 30, 2002, and June 30, 2003, for a pilot alternate route
224 to certification program for school administrators.

225 Sec. 18. (a) The sum of five hundred thousand dollars is
226 appropriated to the Department of Education, for the fiscal year
227 ending June 30, 2002, for teacher and administrator job redesign
228 grants.

229 (b) The sum of eight hundred thousand dollars is appropriated to
230 the Department of Education, for the fiscal year ending June 30, 2003,
231 for teacher and administrator job redesign grants.

232 Sec. 19. The sum of one hundred thousand dollars is appropriated to
233 the Department of Higher Education, for the fiscal years ending June
234 30, 2002, and June 30, 2003, for the Teacher Information and Referral
235 Center.

236 Sec. 20. This act shall take effect July 1, 2001.

Statement of Purpose:

To implement some of the recommendations of the Commission on the
Teacher and School Administrator Shortage and Minority Recruitment.

*[Proposed deletions are enclosed in brackets. Proposed additions are indicated by underline,
except that when the entire text of a bill or resolution or a section of a bill or resolution is new, it is
not underlined.]*